

Dale Henderson

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EXECUTIVE SUMMARY

Ability to overcome complex business challenges and make high-stake decisions within fast paced, high-pressure environments using experience-backed judgment, innovation, strong work ethic, and solid integrity. Respected as motivational, Servant Leader, and proponent of employee empowerment and accountability.

PROFESSIONAL EXPERIENCE

BROWARD COUNTY FLORIDA

JULY 2022 - PRESENT

Manager, Broward County Landfill – Fort Lauderdale, Florida

Manager of the Broward County Landfill complex as well as Landfill Expansion Manager for the Broward County Department of Solid Waste and Recycling Services. Reports directly to the Department Director. Responsible for operation and development of state-of-the-practice solid waste and recycling facility serving all Broward County commercial and residential customers.

- Provide leadership, direction and development to operations, supervision and administrative staff.
- Effectively manage County assets to maintain efficiency and quality of all work performed.
- Manage contractor relationships and accountability to complete recurring and event based work.
- Provide guidance to project managers on regulatory and technical project elements.
- Ensure collaboration with other County departments when working on common goals.
- Maintain world-class services for the public through continuous improvement and development of staff.
- Create and maintain an effective safety culture throughout the facility and staff.
- Provide technical and financial guidance relative to solid waste matters to other County departments.
- Lead the County landfill expansion project adhering to financial and time-bound requirements.

RUSSO AND SONS LLC DBA ORION WASTE SOLUTIONS

JUNE 2020 – APRIL 2022

District General Manager – Clearwater, Florida

Direct report to Vice President of Operations responsible for the Clearwater, Florida solid waste hauling operation. Full P&L responsibility of 21-truck commercial, industrial and residential collection company.

- Stabilized staff and generated positive morale through recruitment, training and Servant Leadership.
- Reversed negative profitability and sustained a \$100,000.00 swing in monthly operating income.
- Cultivated relationships and designed the pricing and bid strategy necessary for Company to win the contract for its first municipal franchise in the state of Florida.
- Consistently improved quality of revenue and EBITDA across all lines of business through sales and pricing strategy along with operating cost reductions.
- Directly managed Fleet Maintenance to significantly decrease vehicle downtime while reducing maintenance cost per hour.
- Lead the District Safety Culture at each morning driver crew-out meeting using Smith System, OSHA training and engineered safety solutions.

THE CHARTER BOAT COMPANY LLC

SEPTEMBER 2018 – JUNE 2020

Managing Partner – Long Beach, California (727) 766-8103

Owner and operator of sport fishing and charter yacht company providing world-class charter experiences, vessel management, vessel maintenance and vessel operation training.

- Provided technical leadership, motivation and development for crew and support staff.
- Managed business development, service delivery and product sales.
- Ensured operational compliance with Federal, State and local regulatory requirements.
- Managed asset acquisition and maintenance to ensure lowest cost service delivery.

- Professional certification as an OUVF licensed captain with State Safety Instructor qualification.

STERICYCLE ENVIRONMENTAL SOLUTIONS**APRIL 2016 – SEPTEMBER 2018****Regional Operations Director – Southwest Region (713) 672-6100**

Direct report to ESol VP of Operations with total P&L and operating responsibility for Stericycle's Specialty Environmental Services group throughout the Southwest Region.

- Provided operational oversight for Stericycle's Retail, Remedial, Technical Field Service and TSDF business units for California, Utah and Nevada.
- Maintained efficient short-haul and long-haul transportation channels to safely and cost-effectively move waste to ultimate disposal.
- Managed regional programs that govern asset maintenance, safety, DOT and environmental compliance.
- Provided guidance to sales channel regarding pricing and operational capability to enhance competitive advantage.
- Guided employee development through effective succession planning and training to build employee morale and improve key employee retention.

LONE STAR DISPOSAL, LP**JUNE 2014 – JANUARY 2016****Chief Operating Officer – Houston, Texas (713) 466-6767**

Direct report to investor group, total P&L and operating responsibility for vertically integrated solid waste collection; transfer, recycling and disposal companies servicing the greater Houston market.

- Provided oversight of all operations, sales, maintenance, administrative and business development functions.
- Introduced innovative software tools to increase the effectiveness of sales, safety, compliance and operations.
- Increased collection revenues by 70% through expanded services and sales effectiveness.
- Doubled the size of collection fleet servicing Houston market within first year.
- Improved employee morale through effective placement, coaching and career-path development.

SOUTHERN WASTE SYSTEMS**AUGUST 2011 – JANUARY 2014****Business Unit Manager – Pompano Beach, Florida (888) 800-7732**

Direct report to President and CEO, total P&L responsibility for state-of-the-practice construction demolition processing and recycling complex.

- Managed staff of 39 facility employees including operators, maintenance, administrative and labor personnel.
- Operated and maintained multi-million dollar heavy equipment fleet utilizing computer generated real-time diagnostic software system.
- Consistently exceeded monthly budgeted operating income by up to 20%.
- Increased operating efficiency to reduce transportation and disposal expense by 16% monthly.
- Decreased overall disposal expense by 25% through innovative fuel generation partnership.

REPUBLIC SERVICES, INC.**OCTOBER 2004 – AUGUST 2011****Business Unit General Manager – Republic Services Fort Lauderdale, Florida (954) 583-1830**

Recruited from Waste Management, Inc. as a direct report to the Corporate President and Chief Operating Officer.

- Assigned as General Manager of hauling operations in the San Fernando Valley, California to conduct divestiture analysis.
- Provided development guidance and created manuals for Corporate CustomerFirst customer service program.
- Developed first coordinated commodity sales program for Corporation.

Direct report to the Area President, full P&L responsibility for Fort Lauderdale Market Area including sales, customer service, business development, fleet maintenance, equipment, facilities, staff development and training.

- Managed Market Area revenue in excess of \$105 million per year.
- Motivated and developed staff of 189 business unit employees.
- Reduced accident/injury frequency by 60% year over year by eliminating employee unsafe behaviors.
- Reduced rear-load residential manpower requirements by 33% through right-hand routing and the use of low-entry collection vehicles.

- Increased materials recovery facility sale-of-material revenue by \$250,000.00 per month.
- Established first fully automated residential collection system for Company in South Florida Market.
- Revised fleet maintenance protocol and reduced fleet maintenance cost per route by 22%.

WASTE MANAGEMENT, INC.**NOVEMBER 1982 – OCTOBER 2004****Group Manager, WasteRoute – Waste Management Telford, Pennsylvania (713) 512-6200**

Direct report to Eastern Group President with dotted-line responsibility to the Vice President of Operations. Responsible for complete oversight of Corporate WasteRoute productivity enhancement initiative for the Eastern Group. Provided field guidance to Corporate WasteRoute development team and external consultants.

- Managed staff of 8 reroute supervisors and technicians.
- Oversaw roll out of proprietary WasteRoute routing software at all Eastern Group hauling operations.
- Achieved 20% reduction in commercial and residential collection routes through routing efficiency gains.
- Reduced collection operating expenses by \$8500.00 per month for each route eliminated.
- Provided developmental direction and testing of GPS based service validation system for all collection systems.
- Managed roll out of proprietary industrial collection logistics and routing software package.

Group Manager, Service Machine – Waste Management Telford, Pennsylvania

Direct report to Eastern Group President with dotted-line responsibility to the Vice President of Sales and Marketing. Responsible for complete oversight of Corporate Service Machine operating excellence and customer service quality program implementation. Provided field guidance to Corporate Service Machine development team and external consultants.

- Directly managed 12 Service Machine program installation team leaders working throughout the country.
- Reduced service delivery failures at collection divisions from 7% to at or below .3%
- Increased commercial collection productivity by 7% through coaching and route efficiency improvements.
- Consistently recruited by Corporate Customer Service Vice President and Director to provide field expertise and developmental guidance.

District Manager – Waste Management Camden, New Jersey

Direct report to Market Area President, responsible for the Camden New Jersey solid waste hauling operation. Full P&L responsibility of 55-truck commercial, industrial and residential collection company. Successfully renegotiated union contract to favor company. Stabilized staff and generated positive morale through recruitment, training and leadership. Revised maintenance philosophy and procedures to maintain truck downtime at less than 1.5%.

- Reversed negative profitability and sustained a \$600,000.00 swing in monthly operating income.
- Profit and loss responsibility handling Maintenance and Operational area.
- Increased annual revenues from \$16 million to \$35 million through price increase and new business.
- Initiated a safety and loss control program to achieve a \$100,000.00 reduction in monthly losses.

Director of Business Development – Waste Management Bensalem, Pennsylvania

Direct report to Mid-Atlantic Group President with dotted-line responsibility to the Vice President of Operations. Promoted to Group Management Team to head collection company acquisition program and research innovative technology development. Managed special waste operations associated with the City of Boston Central Artery / Third Harbor Tunnel project.

- Developed and maintained relationships with prime contractors and engineering firms to capture greater than \$2 million dollars annual special waste revenue.
- Negotiated workable solutions for rail and barge transportation of project generated special waste.
- Directed Group collection company acquisition program throughout New England.
- Managed technology development program to investigate and implement innovative solutions including soil bioremediation, waste solidification and waste tire management.

Division President and General Manager – Waste Management Rochester, New Hampshire

Direct report to New England Area President, responsible for seacoast area solid waste hauling company and regional state of the practice landfill. Promoted from Assistant General Manager. Operated state of the practice 4000 ton per day regional sanitary landfill including a materials recovery facility, landfill gas to energy project, bio-solids compost facility and on-site leachate treatment plant.

- Profit and loss responsibility for both regional landfill and seacoast market area solid waste hauling operations.
- Designed, marketed and implemented market area's first semi-automated commercial recovered material collection program generating greater than \$20,000.00 in new monthly revenue.

- Designed and implemented special waste sales and marketing program resulting in a 42% increase in annual revenue.

Assistant General Manager – Waste Management Minneapolis, Minnesota

Direct report to General Manager, responsible for the greater Minneapolis market area. Promoted from Operations Manager to assume development of new business strategies and elevated involvement in political landscape. Successfully maintained non-union work environment while increasing productivity and customer service.

- Responsible for commercial, industrial and residential service delivery in greater Minneapolis area.
- Oversight of 55 collection routes, solid waste transfer station and materials recovery facility.
- Improved commercial operations productivity by 13% during time in position.
- Implemented the region's first fully automated open-market residential collection system.
- Developed the market's first material recovery facility utilizing semi-automated processing equipment.

Assistant Site Manager – Waste Management Milwaukee, Wisconsin

Direct report to facility Site Manager, responsible for daily landfill operations at greater Milwaukee area landfills. Operations project manager for major landfill heavy construction and repair initiative at Omega Hills Landfill. Operations project manager for state of the practice landfill leachate treatment facility, landfill gas turbine generation facility and landfill leachate extraction and pumping system.

- Promoted from management training program.
- Project Manager for multi-million dollar landfill remedial measures project.
- Completed heavy construction excavation and repair project 3-months in advance of schedule.
- Designed and oversaw installation of innovative automated landfill leachate extraction system.
- Facilitated complete OSHA safety program and emergency response system for remedial project.

EDUCATION AND AFFILIATIONS

University of Wisconsin, River Falls, BS - Scientific Land Management and Land Capability Analysis

Council Member, Minnesota Office of Waste Management Advisory Council

Technical Advisor, Minnesota Governor's Solid Waste Task Force

Recycling Task Force, Rochester New Hampshire

Commissioner/Governor's Appointee, New Hampshire Airport Commission

Vice President/Board of Directors, Chamber of Commerce, Dover, New Hampshire

Board of Directors, Stafford County YMCA, New Hampshire

Board of Directors, Executives' Association of Fort Lauderdale

US Coast Guard Licensed Merchant Marine Captain

References provided upon request